

# TIME LINE

1997

DET. SGT. MANGHISI IS  
SUBJECT OF NJSP  
INTERNAL AFFAIRS  
INVESTIGATION.

2000

CAPT. MANGHISI  
PLEADS GUILTY  
TO NJSP INTERNAL  
INV. 95-201.

2002

CRIMINAL INVESTIGATION  
1/14/02 DET. KUSHNIR  
1/14/02 DET. KUSHNIR  
1/15/02 DISCARD CCHARELLE  
1/16/02 DET. KUSHNIR  
1/17/02 DISCARD CCHARELLE  
1/17/02 DET. KUSHNIR  
UNSUBSTANTIATED ALLEGATIONS

JAN 17, 2002

JOSEPH J. SANTIAGO IS  
NOMINATED BY THE  
GOVERNOR AS NEW  
STATE POLICE  
SUPERINTENDENT

JAN 31, 2002

WHILE CONDUCTING THE  
BACKGROUND CHECK ON  
SUPERINTENDENT JOSEPH  
SANTIAGO, DET. SGT. LEMUEL  
RECEIVES A PAGE FROM  
SANTIAGO WHO QUESTIONS  
FEAR "SOMEONE WILL PAY"

FEB 2002

CRIMINAL  
INVESTIGATION  
2-2-02 DET. KUSHNIR  
UNSUBSTANTIATED  
ALLEGATIONS

MARCH 7, 2002

JOSEPH J. SANTIAGO IS  
CONFIRMED BY THE  
NJ STATE SENATE AS  
THE NEW STATE POLICE  
SUPERINTENDENT

MARCH 14, 2002

NJ ATTORNEY GENERAL  
REMOVES NJSP BADGE  
AND UNIFORM FROM  
SUPERINTENDENT  
JOSEPH J. SANTIAGO  
DET. SGT. MANGHISI IS  
PROMOTED TO DET.

MAY 14, 2002

NJSP SUPERINTENDENT  
APPEARS ON STAGE  
AT MAYORAL  
ELECTION NIGHT  
CELEBRATION

JUNE 2002

DET. CAMPBELL IS TRANSFERRED FROM NJSP  
NEWARK STATION TO VEHICLES FROM HOME  
DET. CAMPBELL HAD BEEN ACTING  
BUREAU CHIEF OF CRIMINAL  
INVESTIGATIONS BUREAU

**JUNE 18, 2002**

CAPT EDGAR HESS, NJSP SENDS  
FAMUL DATED 6/18/02, TO SUPT.  
SANTIAGO AND HIS SECRETARY,  
MS. CIOCIAN, REQUESTING  
TO MEET WITH THE SUPT.

**JULY 18, 2002**

SUPT. SANTIAGO  
PROMOTES CAPT.  
KENNETH HESS  
ACTING MAJOR OF  
SP INVESTIGATIONS &  
LT. NICK THEODOS  
AS ACTING CAPTAIN.

**SEPT 17, 2002**

LT. CAMPBELL FILES A REPORTABLE INCIDENT  
REPORT SP-525 AND INVOKES THE WHISTLE  
BLOWERS STATUTE RE: RETALIATION FOR  
PAST INTERNAL PROBES. HE REPORTS THAT  
NJSP SUPT. SANTIAGO AND CAPT. MANGHISI  
WERE THE SUBJECTS OF THE PROBES

**SEPT 19, 2002**

SUPT. SANTIAGO SENDS  
A MEMO TO MAJOR HESS  
REQUESTING ORIGINALS  
AND COPIES OF INTERNAL  
INVESTIGATIONS REF:  
LT. CAMPBELL'S SP-525.

**SEPT 24, 2002**

SUPT. SANTIAGO SET  
THIS DATE FOR HIS  
REQUEST TO BE  
COMPLETED AND THAT  
ALL DOCUMENTS, ORIGINALS  
AND COPIES BE HAND  
DELIVERED TO HIM.

**SEPT 25, 2002**

SUPT. WRITES MEMO TO  
MAJOR HESS  
ACKNOWLEDGES  
RECEIVING HIS 9/20/02  
MEMO AND RETURNS  
LT. LOUGHER'S REPORTS  
OF 2/6/02 AND 2/28/02.

**OCT 10, 2002**

ATTORNEY GENERAL  
ASSIGNS THE OFFICE  
OF GOVERNMENT  
INTEGRITY TO  
INVESTIGATE THE  
SUPERINTENDENT'S  
REQUEST

**OCT 13, 2002**

SUNDAY AM: CAPT.  
MANGHISI CALLS  
MAJOR HESS AND  
REQUESTS  
HIM TO BRING SGT.  
SUCESWICZ RECIPT  
TO HEADQUARTERS ON  
MONDAY, 10/14/02

**OCT 14, 2002**

MONDAY  
COLUMBUS HOLIDAY  
MAJOR HESS MEETS CAPT.  
MANGHISI AT HDQRS  
AND GIVES HER THE  
RECIPT  
SUPT. SANTIAGO, CAPT.  
MANGHISI, MAJOR  
HESS AND MR. WAGERS  
MEET AT WEDDING'S  
RESTAURANT

**OCT 18, 2002**

NJSP SUPT.  
SANTIAGO  
RESIGNS AS  
NJSP  
SUPERINTENDENT.





NEW JERSEY STATE POLICE  
OFFICE OF THE SUPERINTENDENT  
MEMORANDUM



TO : Major Kenneth C. Hess, Investigations Bureau  
FROM : Joseph J. Santiago, Superintendent  
SUBJECT : Official Corruption Investigation **CONFIDENTIAL**  
DATE: September 19, 2002  
MEMO#:

Forward to Appropriate Personnel for Action:

- ☐ Conduct Investigation and Submit Recommendation(s)  
☐ Contact Complainant, Take Action, Submit Finding(s)  
☐ Issue Memorandum/Instruction and Send Copy  
☒ Take Appropriate Action(s)/Comply  
☐ Review and Comment  
☐ FYI, Note and File  
☐ Prepare Response for Superintendent's Signature

Tickler File #: 239980

Due: 24 September 2002

COMMENTS:

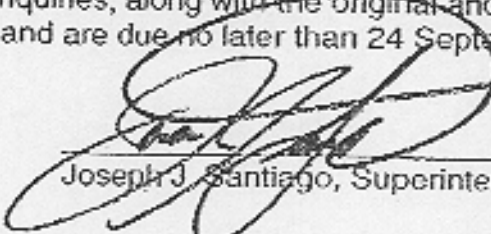
Attached please find a Reportable Incident Form, which has been filed by Lt. James Campbell the Evidence Management Unit. Within the document, Lt. James Campbell alleges that, while he as assigned to the Official Corruption Unit, he was involved in several confidential investigations involving me and other high ranking members of my Executive Staff. I nor my Chief of Staff are or are aware of any such investigations.

You are hereby directed to ascertain the following:

- How many confidential investigations were conducted involving me or any member of my Executive Staff;
- Who authorized any such investigations;
- Who were the investigators assigned to such investigations;
- Who were the recipients of the findings of such investigations.
- Where were the investigation files stored; and
- Who may have had access to such files.

In addition, provide me with the originals and all copy of these confidential investigations. Delivery of your response to the aforementioned inquiries, along with the original and all copies of the investigative files, are to be hand delivered to me and are due no later than 24 September 2002.

S/mcd

  
Joseph J. Santiago, Superintendent



NEW JERSEY STATE POLICE

## REPORTABLE INCIDENT FORM

STATION/UNIT Incident Management Unit	2. CODE N 0 2 3	3. DATE RECEIVED 9/17/02	4. TIME 9:00 AM	5. INCIDENT CONTROL NO. (Attach from C.I.R.) 2002-0675
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## Complainant Information

PERSON REPORTING INCIDENT

James Campbell #3233

ADDRESS

O. Box 7048

West Trenton, New Jersey 08625

8. RACE W	10. GENDER M	11. AGE 49	12. TELEPHONE NUMBER (609) 882-2000
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14. EMPLOYER NAME AND ADDRESS

## Member(s) Involved

Superintendent Joseph Santiago

...	0 0 0 1	<input checked="" type="checkbox"/> ON DUTY	<input type="checkbox"/> OFF DUTY
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Captain Rosanne Manghisi

3 4 9 8	0 0 0 1	<input checked="" type="checkbox"/> ON DUTY	<input type="checkbox"/> OFF DUTY
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## Incident Details

DATE 9/17/02	18. TIME 2321 Hrs.	17. LOCATION Superintendent's Office	19. HOW WAS REPORT RECEIVED? <input type="checkbox"/> WALK-IN <input type="checkbox"/> PHONE <input type="checkbox"/> EMAIL <input type="checkbox"/> MAIL
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## DETAILED DESCRIPTION OF INCIDENT REPORTED

Due to the confirmation of Joseph Santiago, the complainant and Sergeant Joseph Campbell #4034, W/M/46 (additional complainant), formerly of the Official Corruption Unit, were involved in several confidential investigations involving the Superintendent and other high ranking members of his Executive Staff. Upon his confirmation, Superintendent Joseph Santiago and Captain Rosanne Manghisi #3498 initiated a series of retaliatory actions against the complainants. These actions are in violation of, and contrary to, N.J.S.A. 34:19-1 (Conscientious Employees Protection Act), more particularly the provision of the act prohibiting an employer from taking any retaliatory action against the employee. Retaliatory action is defined under the act as, among other things, "adverse employment action taken against an employee in the terms and condition of employment."

20. WERE CRIMINAL OR TRAFFIC COMPLAINTS SIGNED AGAINST THE COMPLAINANT AND/OR VICTIM <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	21. WERE CRIMINAL OR TRAFFIC COMPLAINTS SIGNED AGAINST THE INVOLVED MEMBER(S)? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	22. IF "YES" TO EITHER OF THE PREVIOUS TWO QUESTIONS, ATTACH COPIES OF THE RELATED CRIMINAL OR TRAFFIC COMPLAINTS
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23. DATE RECEIVED	24. RECEIVED BY (Signature)	25. BADGE #	26. STATION/UNIT	27. CODE
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28. SQUAD/ROO COMMANDER'S RECOMMENDED CLASSIFICATION AND BASIS

EXHIBIT 3





**NEW JERSEY STATE POLICE  
OFFICE OF THE SUPERINTENDENT  
MEMORANDUM**



TO : Major K. Hess, Bureau Commander of Investigations      DATE: September 25, 2002  
FROM : Joseph J. Santiago, Superintendent      MEMO#: \_\_\_\_\_  
SUBJECT : Official Corruption Investigation      **CONFIDENTIAL**

**Forward to Appropriate Personnel for Action:**

- ☐ Conduct Investigation and Submit Recommendation(s)
- ☐ Contact Complainant, Take Action, Submit Finding(s)
- ☐ Issue Memorandum/Instruction and Send Copy
- ☒ Take Appropriate Action(s)/Comply
- ☐ Review and Comment
- ☒ FYI, Note and File
- ☐ Prepare Response for Superintendent's Signature

Tickler File #: 239980

Due: \_\_\_\_\_

**COMMENTS:**

Attached hereto please find your report, dated 20 September 2002, entitled "Official Corruption Investigation." I have reviewed same and am returning Lt. Loufik's original reports, dated 6/02 and 2/28/02, along with corresponding supplements.

*Received 9-25-02*  
*Sally Shubert*  
IS/jmcd

*[Signature]*  
Joseph J. Santiago, Superintendent

**Attachments:**

Jshnir's 9/01/97 Investigator's Report  
Jshnir's 1/15/02 Investigator's Report  
Acciarello's 1/15/02 Investigator's Report  
Jshnir's 1/16/02 Investigator's Report  
Acciarello's 1/17/02 Investigator's Report  
Jshnir's 1/17/02 Investigator's Report  
Jshnir's 1/22/02 Investigator's Report  
Jshnir's 2/02/02 Investigator's Report

*- Teac*  
*- file*  
*- close*



# State of New Jersey

JAMES E. MCGREEVEY  
Governor

DEPARTMENT OF LAW AND PUBLIC SAFETY  
DIVISION OF STATE POLICE  
POST OFFICE BOX 7068  
WEST TRENTON NJ 08628-0068

DAVID SAMSON  
Attorney General

JOSEPH J. SANTIAGO  
Superintendent

## RECEIPT

RECEIVED FROM: (Name)  
Major Kenneth Hess

AGENCY: (Name and Address)  
Investigations Bureau

### DESCRIPTION AND LIST OF PROPERTY:

Kushnir's 9/1/97 Investigator's Report  
Kushnir's 1/15/02 Investigator's Report  
Vecchiarelli's 1/15/02 Investigator's Report  
Kushnir's 1/16/02 Investigator's Report  
Vecchiarelli's 1/17/02 Investigator's Report  
Primo's 1/17/02 Investigator's Report  
Kushnir's 1/22/02 Investigator's Report  
Kushnir's 2/2/02 Investigator's Report

(PLACE "X" IN APPROPRIATE SPACE)

RECEIVED: As Evidence \_\_\_\_\_ For Safekeeping \_\_\_\_\_ On Loan \_\_\_\_\_

DATE: 9/26/02	STATION / UNIT / AGENCY O.C.U.	SIGNATURE: T. Suscewicz
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S.P. 494 (Rev. 04/02)

White - S.P. Records

Canary - Copy

EXHIBIT 5

LEPS

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## MEMORANDUM

**FROM:** Captain Edgar Hess  
**TO:** Superintendent Joseph J. Santiago  
**SUBJECT:** Request to speak to you  
**DATE:** June 18, 2002

Since you have not provided me with an opportunity to speak to you since my initial request on April 16, 2002, I am forwarding this memo to you to at least try and dispel some of the misinformation you have been given.

In your discussion with Lt. Theodos, which you permitted me to be made aware of, I was informed that you had information that during your background investigation there were daily 4:30PM meetings in my office involving Lt. Jim Campbell, Lt. Frank Rodgers, and myself where your investigation was discussed. I was also informed that you were under the impression that I was the one who made a decision to assign two additional detectives outside of the Special Investigations Unit to investigate you. Neither of these allegations are true and I will discuss each one. In addition I find it necessary to address a point you brought up during the process, that is that information regarding your background was being leaked from the Special Investigations Unit, or from my office.

First let me address the afternoon meeting in my office. I don't know if Frank Rodgers was even in the Investigations Section Building during the time frame of background investigations of the new administration. Lt. Campbell's only participation was to sit in two or three briefings when the Corruption Unit was present to discuss criminal allegations. To be clear I did not have daily, weekly or any other meetings with Lt. Campbell and Lt. Rodgers in my office or anywhere else where you or your background were discussed. This was not a case where assumptions were made about ongoing meetings. Someone, for whatever reason, provided this information to you, knowing it was false, for the sole purpose to making us look bad in your eyes. It has apparently worked.

The only daily occurrence I am aware of is the daily update phone call Major Simonetta made to First Assistant Attorney General Harvey regarding the status of pending background investigations being conducted on the new administration.

Second, I was responsible for assigning two additional detectives, outside of the Special Investigations Unit, to work on your background investigation. Again, someone purposely told you this knowing that it was false. As you have been told by Lt. Theodos, both of us were at Sea Girl when this took place and had nothing to do with it. When Nick heard of it for the first time and told me, I called Major Simonetta to confirm this



information which is when I first heard of it. I should also note that I was told that this was a confidential matter and I did not discuss this with Nick or anyone else.

When I returned to my duties as the Executive Officer of the Investigations Section the following week, I was advised that the Special Investigations Unit was conducting your background investigation, as was the custom. In addition, several sources, unrelated to the background investigation came forward with allegations which were criminal in nature. Being aware that this same issue arose during the Michael Francis background investigation several years ago, I told Major Simonetta that the follow up to these allegations must be kept separate and apart from the Special Investigations Unit detectives. The legal issue is that the background investigations cannot be used to develop criminal information. For that reason the two previously assigned detective were utilized to continue the investigation into the separate allegations. That information was provided to the Deputy Attorney General of the Corruption Unit for his opinion to prevent a conflict of interest with us.

In order to keep the information regarding your background investigation confidential, I witnessed Major Simonetta warn everyone involved over and over again to keep everything strictly confidential. Those same members told us that they would keep the info confidential, as they were also aware of your temper and did not wish to sit in front of you and explain themselves. The same way the rest of us felt I might add.

As you can imagine, every Division member in every Division office discussed the media blitz and followed the daily reporting. Being aware of the information which was being developed and comparing it to the media reports, I too was concerned of possible leaks. I was also aware that for the first time, I was being advised by detectives that when conducting interviews they were being told that the newspapers had already been there and spoken to the same people we were speaking to. In addition, other sources providing information specifically told us that they had provided the information to the media and other special interest groups for the sole purpose of making you look bad. There is nothing that we could have done to prevent that.

Again being aware of most of the information that was developed, I also knew that there was information that was more inflammatory and negative that was not reported which renewed my confidence in the investigators.

I can only surmise why these lies were told to you. Someone wanted to make me and others look bad to you. Was it to get me out of the way? I thought the old Dunlop vs. Modarelli camp shenanigans were finished with the retirement of LTC Modarelli, I guess I was wrong. I can only assume that when you were making decisions about the direction the Division would go and who would assist you in this endeavor, this, and god knows whatever other false information about me and others played a role in your final decisions. It is apparent with my last two assignments and the lack of any communication from you, that you do not wish me to be a part of the future of this organization. You are the Superintendent. I have made my decision to retire and will start a new career outside of the Division.



To conclude, I know that others have purposely and falsely shown me in a negative light to you. That's done, it is old business. But as you continue to lead this organization think of those who provided you with this information and remember that they played you like a fiddle.